

## Position Description

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<b>Title</b>	<b>Staff Radiation Therapist</b>
<b>Reports to</b>	Clinical Manager Radiation Therapy via Section Heads and Supervisor Radiation Therapists according to roster
<b>Location</b>	Christchurch Public Hospital, Waitaha Canterbury
<b>Department</b>	Cancer & Haematology Service
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Date</b>	September 2025
<b>Job band (indicative)</b>	Steps 1-9 of the APEX Radiation Therapist Collective Agreement

## Te Whatu Ora

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The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

## Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document. Te Mauri o Rongo consists of four pou (pillars) within it, including:

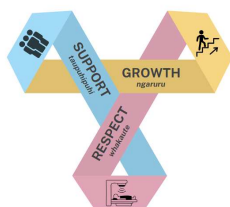
<b>Wairuatanga</b>	<i>working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi</i>
<b>Rangatiratanga</b>	<i>as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.</i>
<b>Whanaungatanga</b>	<i>we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe</i>
<b>Te Korowai Āhuru</b>	<i>a cloak which seeks to provide safety and comfort to the workforce.</i>

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- Caring for the people
- Recognizing, supporting and valuing our people and the work we all do
- Working together to design and deliver services and
- Defining the competencies and behaviours we expect from everyone

## Our Radiation Therapist Team Values



Christchurch RTs equally prioritise support, growth, respect and caring for the wellbeing of ourselves, of our team, and of our patients and their whānau.

## Key Relationships

<b>Internal:</b> <ul style="list-style-type: none"><li>• All Radiation Therapy staff and Students</li><li>• Radiation Oncologists and Registrars</li><li>• Medical Physics Staff</li><li>• Nurses</li><li>• Clerical and Administrative Staff</li><li>• Other multi-disciplinary team members involved with the care and management of oncology patients</li></ul>	<b>External:</b> <ul style="list-style-type: none"><li>• Patients families/whānau and caregivers</li><li>• Public</li><li>• Patient Support Organisations</li><li>• External health care providers involved with care and management of oncology patients</li></ul>
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## Purpose of the role

Radiation Therapists (RTs) are integral members of the multidisciplinary team at the Canterbury Regional Cancer and Haematology Service, working together to deliver safe, accurate, and compassionate radiation treatment to patients. RTs are involved across the full treatment pathway — from localisation, planning, and delivery, through to patient education, assessment, and ongoing support.

Beyond direct patient care, RTs contribute to service development, quality improvement, and clinical education, while also supporting colleagues through leadership, collaboration, and knowledge-sharing. RTs are expected to take part in training and in-service programmes, as well as participate in the on-call and shift roster.

All Radiation Therapists employed by Te Whatu Ora – Waitaha Canterbury must hold registration with the New Zealand Medical Radiation Technologists Board (MRTB) and maintain a current Annual Practising Certificate as a Registered Radiation Therapist.

This position description outlines the general nature and level of responsibilities for this role. It is not an exhaustive list of duties, and employees may be required to undertake other tasks as needed to support the service.

## Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Provision of a pre-treatment and treatment radiation therapy service	<ul style="list-style-type: none"><li>• Delivers accurate, efficient, and well-documented simulation, planning, mould room, and treatment procedures.</li><li>• Provides safe, high-quality care that supports optimal health outcomes for patients and their whānau.</li><li>• Applies both theoretical knowledge and clinical experience to ensure evidence-based decision-making.</li><li>• Adheres to all CRCHS policies, National Radiation Laboratory (NRL) codes of practice, and MRTB professional standards and registration requirements.</li><li>• Communicates clearly, respectfully, and compassionately with patients, whānau, and members of the multidisciplinary team.</li></ul>
2. Professional practice and education	<ul style="list-style-type: none"><li>• Demonstrates effective organisation and prioritisation skills, managing multiple tasks to achieve high-quality outcomes.</li><li>• Uses time, equipment, and resources efficiently to support safe and effective patient care.</li><li>• Maintains clear, accurate, and accessible documentation and records.</li><li>• Supports Team Leaders and Section Heads in monitoring and upholding high standards of professional practice.</li><li>• Assists with the clinical training and on-going clinical assessment of the Radiation Therapy students under guidance from the clinical tutor.</li><li>• Actively engages in ongoing professional development and encourages growth and learning within the team.</li><li>• Maintains a current Annual Practising Certificate (APC) with the MRTB and upholds required core competencies.</li></ul>

3. Stakeholder engagement	<ul style="list-style-type: none"> <li>• Builds positive, respectful, and effective relationships with colleagues, patients, whānau, and external stakeholders across all levels of the organisation.</li> <li>• Establishes rapport and trust to support collaboration and high- quality care.</li> <li>• Communicates with diplomacy, tact, and cultural awareness in all interactions.</li> <li>• Manages challenging or high-tension situations calmly and constructively, maintaining focus on solutions and shared outcomes.</li> </ul>
4. Continuous service improvement, innovation, and risk minimisation	<ul style="list-style-type: none"> <li>• Actively contributes to a culture of continuous improvement, fostering shared learning and cohesive approaches across the service.</li> <li>• Identifies opportunities for enhancement and collaborates with colleagues and stakeholders to co-design innovative solutions that meet the evolving needs of patients, whānau, and the wider health system.</li> <li>• Participates in risk identification, mitigation, and reporting activities to ensure safe, high-quality care and service delivery.</li> </ul>
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Works in genuine partnership with Māori patients, whānau, colleagues, and stakeholders to uphold Te Tiriti o Waitangi obligations and advance equity in health outcomes.</li> <li>• Ensures equity goals for Māori are embedded in service planning, performance monitoring and quality improvement initiatives.</li> <li>• Actively develops and demonstrates cultural competence, fostering inclusion, partnership, and a culturally safe environment for patients and staff.</li> </ul>
6. Equity	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
7. Health & Safety	<ul style="list-style-type: none"> <li>• Participation in health and safety in the workplace</li> <li>• Safe work practice is carried out</li> <li>• Safe use and maintenance of equipment</li> <li>• Accidents are reported</li> <li>• Hazards are identified controlled and monitored</li> <li>• Emergency procedures are known</li> <li>• Advice in safe work practice is sought from your manager if required</li> </ul>

## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Leadership Capabilities (as per the Leadership Capability Framework)	
Dimension	Description
<b>Responsibility for outcomes</b> <i>Takes responsibility for outcomes and trust others to do the same. Gets things done by exercising initiative, judgement and making sound decisions. Maintains a safe and healthy workplace by participating in health and safety initiatives and programmes. Is proud of the part they play in the organisation and the progress its making.</i>	<ul style="list-style-type: none"> <li>• Open to change and improvement</li> <li>• Consistently displays sound problem solving skills</li> <li>• Make a difference in regard to patient care, each other &amp; Whanau</li> <li>• Displays inspiration, innovation and initiative</li> </ul>
<b>Integrity in all we do</b> <i>Acts without bias; is truthful and transparent with information; clear and consistent in behaviour and communication; honours commitments.</i>	<ul style="list-style-type: none"> <li>• Communicates in an open and honest manner</li> <li>• Demonstrates personal and professional responsibility (punctuality &amp; financial)</li> <li>• Shows approachability and friendliness</li> <li>• Displays ownership of tasks and responsibilities</li> </ul>
<b>Care and Respect</b> <i>Is considerate of others. Acknowledges people's feelings; stops and listens, accepts individuality and values the opinion of others. Makes every effort to keep self and others safe and well.</i>	<ul style="list-style-type: none"> <li>• Actively listens to others and welcomes input to get a better outcome</li> <li>• Puts patient welfare first and ensures patient care is delivered according to the HDC code of rights and current departmental protocols</li> </ul>
<b>Display self-knowledge</b> <i>Personal ability to appreciate own strengths and weaknesses and effectively relate to others in a manner that promotes collaboration and goal attainment. Demonstrates a drive to improve professional performance.</i>	<ul style="list-style-type: none"> <li>• Aware of own strengths and weaknesses</li> <li>• Considers the needs, feelings, and capabilities of different people in different situations</li> <li>• Works across teams, projects and/or processes</li> <li>• Identifies sources of stress that affect personal performance and manages them effectively</li> </ul>
<b>Communicate a vision and sense of purpose</b> <i>The skills and knowledge necessary to engage others and to inspire a sustained commitment to a vision of the future.</i>	<ul style="list-style-type: none"> <li>• Adheres to and promotes the aims and rationale behind the organisation's and departments vision and values</li> </ul>
<b>Empower others to act</b> <i>The ability to empower people to be accountable for standards of care and performance. This includes being able to understand diversity and harness it when leading others to resolve problems and overcome barriers.</i>	<ul style="list-style-type: none"> <li>• Communicates in an open and honest manner</li> <li>• Builds rapport with others</li> <li>• Actively coaches and encourages feedback from others</li> </ul>

## About you – to succeed in this role

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You will have.

**A. Essential Professional Qualifications / Accreditations / Registrations:**

- Qualification recognised by, and registration with, the New Zealand Medical Radiation Technologists Board in the Radiation Therapy scope of practice.
- Holder of a current New Zealand Annual Practising Certificate (APC) for Radiation Therapy.
- Developed technical skills in radiation treatment planning and delivery, including, brachytherapy, and radiation oncology patient management systems
- Commitment to ongoing professional development and continuous learning.

**B. Desired:**

- Ability to “work together” in a truthful and helpful manner
- Ability to “work smarter” by being innovative and proactive
- Accepts responsibility for actions
- Excellent interpersonal and communication skills
- Professional integrity
- Committed to quality outcomes and service development
- Ability to set and meet objectives

You will be able to.

**C. Essential:**

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation’s vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

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*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*